



OXYGEN CONSERVATION

ESTATE SYSTEMS ARCHITECT

Do you thrive in complexity? Do you see patterns where others see chaos? Are you energised by building systems, uplifting teams, and solving the problems that make everything else possible. If so, this is your opportunity to shape the operational heartbeat of one of the most ambitious conservation organisations in the UK.

As our **Operations Manager**, you'll ensure that the foundations of our work – our processes, our safety, our standards, our data, and our people – are exceptional. This is a hands-on, operational role where you'll move seamlessly between strategic system design and muddy-boots site visits. Whether developing robust RAMS, partnering with the Data Team to automate insights, or supporting Estate Managers with complex technical challenges, your work will directly power our mission to Scale Conservation.

If you're driven by impact, excited by operational excellence, and ready to build systems that help protect landscapes at scale, we'd love to meet you.

ABOUT YOU

You're someone who thrives at the intersection of structure, people, and purpose. You bring clarity where there is ambiguity, calm in moments of pressure, and high standards everywhere you go. You love getting things right, and thrive when you help others do the same.

Like everyone at Oxygen Conservation, you're purpose-driven, collaborative, and talented. The kind of person who brings positive energy to long site days, difficult conversations, and team challenges alike.

Here's a snapshot of the strengths you'll bring:

ENVIRONMENT

- A genuine belief in environmental impact and a desire to help build the operational systems that enable world-class conservation work. Our mission underpins every decision; you feel the same.

IMPACT

- Experienced operations professional with a track record in estates, property, facilities, land management, or similarly complex environments.
- Deep understanding of health & safety, RAMS, and audit methodologies, ideally supported by NEBOSH/IOSH or equivalent.
- Strong analytical mindset. Comfortable overcoming uncertainty and translating data into practical action.

- Skilled contractor manager with a talent for setting expectations, monitoring performance, and upholding quality.
- Able to define system requirements and work closely with technical teams to deliver automation and integrated workflows.

ADVENTURE

- You enjoy variety – days on estates inspecting assets, weeks building better systems, moments troubleshooting a complex operational challenge. You welcome the unexpected and are happy to get stuck in wherever needed.

TOGETHER

- A natural collaborator and relationship-builder, trusted by teams from senior leadership to estate staff. You communicate clearly, influence thoughtfully, and coach others with patience and purpose.
- And yes – you must be a cool person. Sharing snacks on long journeys is practically part of the job description.

We believe in recruiting exceptional people and creating the role that allows them to do incredible things. We are committed to having a genuinely diverse team drawn from across the country, with a wide range of lived and learnt experiences. You might have skills in some, but not all, of the areas above. Whatever your skillset, we'd love to hear from you if you think you can make a real difference with Oxygen Conservation and the communities where we're fortunate to work.

ABOUT THE ROLE

This is a high-impact operations role at the heart of how we deliver safe, efficient, and scalable work across our estate portfolio. You'll partner directly with [Dave Keir](#), our wonderful Head of Operations, to translate strategy into operational reality, building systems that scale, uplift, and de-risk everything we do.

You'll balance hands-on engagement (such as onsite audits, contractor oversight, real-world troubleshooting) with initiatives that deliver impact including, including process design, automation, and the development of new operational standards.

Your work will ensure that the thousands of moving parts across our landscapes run safely, consistently, and with excellence. You will be the person who sees the whole system and shapes it for the better.

KEY RESPONSIBILITIES

Operational Excellence

- Own, maintain, and continuously improve all RAMS, operational documentation, standards, and end-to-end processes across the estate.

- Lead the design and delivery of standard operating procedures and process maps that support consistent, scalable operations.

Health, Safety & Wellbeing (HSW)

- Lead HSW audits and assessments across all sites, producing high-quality reports, KPIs, heatmaps, and trend analysis.
- Provide clear insight and recommendations to the business driving continuous improvement in safety performance.

Estate Assurance & Quality

- Deliver routine onsite audits, spot checks, inspections, and follow-up actions.
- Ensure issues are captured, assigned, and closed effectively, with learning fed back into systems and training.

Risk & Project De-Risking

- Review and support major projects from the earliest stages, ensuring feasibility, risk registers, mitigations, and gating are robust before mobilisation.

Contractor Management

- Oversee contractor selection, onboarding, performance, compliance, and contract delivery.
- Enforce service levels, manage expectations, and ensure safe, high-quality work across all estates.

Team Support

- Act as a go-to operational expert for Estate Managers, supporting technical queries and complex site challenges.

Data, Automation & Integration

- Partner closely with the [Lara Salam](#), our awesome GIS and Data Visualisation Expert, to design and deliver process automation, dashboards, audit tools, and compliance systems.
- Champion data integrity, version control, and efficient workflows that reduce manual work and surface early risk indicators.

KEY DELIVERABLES

Within your first year, success will look like:

- A fully updated, standardised RAMS library supported by strong document control.

- Clear, consistent SOPs and process maps for all core operational activities.
- A comprehensive HSW performance pack delivered regularly to the business.
- At least one automation or integration that reduces reporting time and enhances risk visibility.
- Measurable improvements in audit scores, closure rates, and operational consistency across the estate.

ABOUT US

Oxygen Conservation was founded in 2021 by the Oxygen House Group and Dr Rich Stockdale with a clear mission: **Scaling Conservation**. We acquire land at scale on behalf of asset owners to deliver transformative environmental and social impact – creating profit as a result of what we do. In just three years, we've completed twelve transactions, assembling a portfolio of over 43,000 acres dedicated to restoring and protecting nature.

Our vision is intentionally aspirational and inspirational: by 2030, we aim to have £1 billion of natural capital assets under management, enabling us to protect and restore 250,000 acres of land for people and wildlife. By combining our scale, reputation, cutting-edge data, and exceptional skills, we're redefining conservation.

Our work hasn't gone unnoticed. In 2022, we were named **Start-Up of the Year** at the Business Leader South West Awards, followed by **Team of the Year** at the 2023 Edie Awards and our nature fundings agreement with Triodos won **ESG Deal of the Year at the 2024 Insider South West Dealmakers Awards**. Our founder and CEO, Dr Rich Stockdale, is featured in the **ENDS Power List** as one of the top 100 UK environmental professionals driving significant impact, and was shortlisted for **Edie's Leader of the Year Award** in 2024.

At Oxygen Conservation, we're scaling impact, creating opportunities, and leading the charge for a nature-based economy that works for people, wildlife, and the planet.

KEY INFORMATION

Term: Full time, permanent

Location: Scotland, with regular travel to estates across that great country, as well as England and Wales.

ABOUT THE NEXT STEPS

To help you prepare for an interview, here are a list of questions we've used in previous recruitments. Now, here's the twist – they might come up in our conversation, or they might not. Consider this a sneak peek, an insider's tip to help you feel ready and excited for interview.

1. Environment: Please tell us about your relationship with the natural world and what living sustainability means to you?
2. Awareness and Engagement: What do you perceive to be the biggest threats to biodiversity in the UK?
3. Getting to know you: What do you need from us to be awesome in this role?
4. Response to Challenge & Learning: Can you describe a time when you faced a significant challenge or setback? How did you approach it, navigate the messy middle, and what did you learn from the experience?
5. Health, Safety, and Wellbeing: Can you tell us about your process for planning, preparing, and executing successful field work?
6. Multitasking, Organisation, and Prioritisation: Your priorities here will change constantly. What do you do when priorities change quickly? Can you give us an example of when you were particularly effective at prioritising tasks?
7. Working Pattern: What does working flexibly mean to you?

We hope the information on our website, and in this candidate pack, has inspired you to apply. Please be bold, creative, and most importantly, be yourself throughout the whole application process. Good luck!

